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B. AMENDMENTS TO THE CLAIMS

1. (Currently Amended) A <u>computer-implemented</u> method for managing an employee by a plurality of managers, said method comprising:

receiving<u>, over a network,</u> evaluation data pertaining to the employee from each of the managers;

calculating<u>, by a computer system attached to the network,</u> a combined evaluation for the employee from the received evaluation data;

receiving<u>, over the network,</u> planning factors data pertaining to the employee from each of the managers;

calculating<u>, by the computer system attached to the network,</u> a combined planning factors for the employee from the received planning factors data; and

storing the combined evaluation and the combined planning factors in an employee profile data area corresponding to the employee.

2. (Currently Amended) The <u>computer-implemented</u> method as described in claim 1 further comprising:

storing the evaluation data and the planning factors data in the employee profile data area.

3. (Currently Amended) The <u>computer-implemented</u> method as described in claim 1 wherein at least one of the planning factors is selected from the group consisting of salary planning data, stock option planning data, award planning data, and promotion planning data.

4. (Currently Amended) The <u>computer-implemented</u> method as described in claim 1 further comprising:

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identifying an allocation percentage for each of the

    managers, the allocation percentage indicating an

    allocation of the employee to the manager;

weighting the planning factors data received from each

    manager with the allocation percentage corresponding

    to each manager, wherein calculating the combined

    planning factors includes using the weighted planning

    factors; and

weighting the evaluation data received from each manager

    with the allocation percentage corresponding to each

    manager, wherein calculating the combined evaluation

    includes using the weighted evaluation data.

5. (Currently Amended) The computer-implemented method as
described in claim 1 further comprising:

displaying the planning factors data provided by each of

    the managers on a plurality of display devices,

    wherein each display device corresponds to one of the

    managers;

receiving comments corresponding to the displayed planning

    factors data from at least one of the managers;

receiving a revision request from one of the managers

    corresponding to the planning factors data;

revising the planning factors data in response to the

    revision request; and

storing the revised planning factors data in the employee

    profile data area.

6. (Currently Amended) The computer-implemented method as
described in claim 5 further comprising:

recalculating the combined planning factors data in

    response to the revisions; and

dynamically displaying the revised planning factors data on
    each of the display devices.

7.   (Currently Amended) The <u>computer-implemented</u> method as
described in claim 1 further comprising:

displaying the evaluation data provided by each of the
    managers on a plurality of display devices, wherein
    each display device corresponds to one of the
    managers;

receiving comments corresponding to the displayed
    evaluation data from at least one of the managers;

receiving a revision request from one of the managers
    corresponding to the evaluation data;

revising the evaluation data in response to the revision
    request; and

storing the revised evaluation data in the employee profile
    data area.

8.   (Original) An information handling system comprising:

one or more processors;

a memory accessible by the processors;

one or more nonvolatile storage devices accessible by the
    processors; and

a matrix management tool to manage an employee by a
    plurality of managers, the matrix management tool
    including:

    means for receiving evaluation data pertaining to the
        employee from each of the managers;

    means for calculating a combined evaluation for the
        employee from the received evaluation data;

    means for receiving planning factors data pertaining
        to the employee from each of the managers;

means for calculating a combined planning factors for
the employee from the received planning factors
data; and

means for storing the combined evaluation and the
combined planning factors in an employee profile
data area corresponding to the employee.

9.   (Original) The information handling system as described in
claim 8 further comprising:
means for storing the evaluation data and the planning
factors data in the employee profile data area.

10.   (Original) The information handling system as described in
claim 8 wherein at least one of the planning factors is
selected from the group consisting of salary planning data,
stock option planning data, award planning data, and
promotion planning data.

11.   (Original) The information handling system as described in
claim 8 further comprising:
means for identifying an allocation percentage for each of
the managers, the allocation percentage indicating an
allocation of the employee to the manager;
means for weighting the planning factors data received from
each manager with the allocation percentage
corresponding to each manager, wherein calculating the
combined planning factors includes using the weighted
planning factors; and
means for weighting the evaluation data received from each
manager with the allocation percentage corresponding
to each manager, wherein calculating the combined

evaluation includes using the weighted evaluation
data.

12.   (Original) The information handling system as described in
claim 8 further comprising:
means for displaying the planning factors data provided by
      each of the managers on a plurality of display
      devices, wherein each display device corresponds to
      one of the managers;
means for receiving comments corresponding to the displayed
      planning factors data from at least one of the
      managers;
means for receiving a revision request from one of the
      managers corresponding to the planning factors data;
means for revising the planning factors data in response to
      the revision request; and
means for storing the revised planning factors data in the
      employee profile data area.

13.   (Original) The information handling system as described in
claim 8 further comprising: .
means for displaying the evaluation data provided by each
      of the managers on a plurality of display devices,
      wherein each display device corresponds to one of the
      managers;
means for receiving comments corresponding to the displayed
      evaluation data from at least one of the managers;
means for receiving a revision request from one of the
      managers corresponding to the evaluation data;
means for revising the evaluation data in response to the
      revision request; and

means for storing the revised evaluation data in the
        employee profile data area.

14.   (Currently Amended) A computer program product stored in a
       computer operable media, the computer operable media
       containing instructions for execution by a computer, which,
       when executed by the computer, cause the computer to
       implement a method for managing an employee by a plurality
       of managers, said computer program product method
       comprising:
       means for receiving evaluation data pertaining to the
        employee from each of the managers;
       means for calculating a combined evaluation for the
        employee from the received evaluation data;
       means for receiving planning factors data pertaining to the
        employee from each of the managers;
       means for calculating a combined planning factors for the
        employee from the received planning factors data; and
       means for storing the combined evaluation and the combined
        planning factors in an employee profile data area
        corresponding to the employee.

15.   (Currently Amended) The computer program product as
       described in claim 14 further comprising: wherein the
       method further comprises:
       means for storing the evaluation data and the planning
        factors data in the employee profile data area.

16.   (Original) The computer program product as described in
       claim 14 wherein at least one of the planning factors is
       selected from the group consisting of salary planning data,

stock option planning data, award planning data, and
promotion planning data.

17.   (Currently Amended) The computer program product as
described in claim 14 ~~further comprising:~~ wherein the
method further comprises:

~~means for~~ identifying an allocation percentage for each of
the managers, the allocation percentage indicating an
allocation of the employee to the manager;

~~means for~~ weighting the planning factors data received from
each manager with the allocation percentage
corresponding to each manager, wherein calculating the
combined planning factors includes using the weighted
planning factors; and

~~means for~~ weighting the evaluation data received from each
manager with the allocation percentage corresponding
to each manager, wherein calculating the combined
evaluation includes using the weighted evaluation
data.

18.   (Currently Amended) The computer program product as
described in claim 14 ~~further comprising:~~ wherein the
method further comprises:

~~means for~~ displaying the planning factors data provided by
each of the managers on a plurality of display
devices, wherein each display device corresponds to
one of the managers;

~~means for~~ receiving comments corresponding to the displayed
planning factors data from at least one of the
managers;

~~means for~~ receiving a revision request from one of the
managers corresponding to the planning factors data;

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~~means for~~ revising the planning factors data in response to
the revision request; and

~~means for~~ storing the revised planning factors data in the
employee profile data area.

19. (Currently Amended) The computer program product as
described in claim 18 ~~further comprising:~~ wherein the
method further comprises:
~~means for~~ recalculating the combined planning factors data
in response to the revisions; and
~~means for~~ dynamically displaying the revised planning
factors data on each of the display devices.

20. (Currently Amended) The computer program product as
described in claim 14 ~~further comprising:~~ wherein the
method further comprises:
~~means for~~ displaying the evaluation data provided by each
of the managers on a plurality of display devices,
wherein each display device corresponds to one of the
managers;
~~means for~~ receiving comments corresponding to the displayed
evaluation data from at least one of the managers;
~~means for~~ receiving a revision request from one of the
managers corresponding to the evaluation data;
~~means for~~ revising the evaluation data in response to the
revision request; and
~~means for~~ storing the revised evaluation data in the
employee profile data area.